## FEDERAL COMMUNICATIONS COMMISSION Washington, DC 20554

Approved by OMB 3060-0076
Est. time per response:

## COMMON CARRIER ANNUAL EMPLOYMENT REPORT

[Please read instructions before completing and for Notice regarding public burden.]

PREV	TOTAL	Service	Laboren	Operatives	Craft Workers	Adminis	Sales Workers	Technicians	Professionals	Managers	Officials	T S						SECTIO	2019	2. Year	1. Nam BIJ PO BY	SECTIO
IOUS YEA		Service Workers	Laborers and Helpers	/es	orkers	Administrative Support Workers	forkers	ians	onals	Hirst/Mid-Level Officials and Managers	Officials and Managers	i de la companya de l			Categories	Job		N II - Full	19	2. Year Report Filed	Name and Mailing Addi BIJOU TELE PO BOX 276 BYERS CO 8	N 1 - Gen
PREVIOUS YEAR TOTAL			ers			port				icials and	gers				ies			SECTION II - Full-Time Employees.		ed.	1. Name and Mailing Address of Respondent BIJOU TELEPHONE CO PO BOX 276 BYERS CO 80103	SECTION 1 - General Information
==	10	φ	00	7	6	U	4	ω	N	1.2	=======================================	_					1	loyees.			s of Res HON	lation
	0											Þ	Male		Hispanic or Latino						E CO-	
	0											œ	Female		nic or ino				3/31/19	3. Reporting	OP ASS	
	0											0	White						3/31/19	Period (End	OCIAI	
	0											0	Black or African American						aport)	Reporting Period (Ending Date of Pay	Name and Mailing Address of Respondent BIJOU TELEPHONE CO-OP ASSOCIATION INC PO BOX 276 BYERS CO 80103	
	0											m	Native Hawaiian or Other Pacific Islander							ау	Ö	
	0											TI	Asian	Male								
	0											G	American Indian or Alaska Native				Nu (Report em		a. Reportir	4. Number		
	0											I	Two or more races		Not-Hispa	Race/Ethnicity	Number of Employees [Report employees in only one category]	To or more (complete all sections)	Reporting Period (check one):  a. Y Fewer than 16 (complete Sections I, IV, and V only)	4. Number of Full-Time Employees during Selected		
	0	1										-	White		Not-Hispanic or Latino	ŧγ	oyees one categor	ilpiete all sec	ck one): (complete Se	mployees du		
	0	•										٦	Black or African American				()	uons)	ctions I, IV, ar	ring Selected		
	0											χ.	Native Hawaiian or Other Pacific Islander	Fer					id V only)			
	0											L	Asian	Female								
	0											Z	American Indian or Alaska Native								Che is a	
	0											z	Two or more races								Check here if this is a change of address.	
0	0	0	0	0	0	0	0	0	0	0	0	0		Columns A - N	Total							

FCC 395 Revised December 2007

SECTION III - Part-Time Employees.	yees.							:								
								(Report empl	Report employees in only one category	yees one category						
Job									Race/Ethnicity	,						
Categories	_	Hispanic or							Not-Hispanic or Latino	ic or Latino						Total
		2 2				Male	ale					Female	nale			Columns A - N
	Male	Female		White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific	Asian	American Indian or Alaska Native	Two or more races	)    2
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Executive/Senior Level Officials and Managers	1															0
and	1.2															0
Professionals	2															>
Technicians	ω															0
Sales Workers	4															0
Administrative Support Workers	υ															0
Craft Workers	6															0
Operatives	7															0
Laborers and Helpers	CD CD															0
Service Workers	9															0
TOTAL	10 0	0		0	0	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS YEAR TOTAL	11															0
SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.	mination C	omplaints P	ursuant	to 47 CFR	22.321, 23.5	55, 90.168, 10	1.4, and 101	.311.								
This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.  This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company. (Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition.	e Commissiny body having body having body having body having body having body having parties	on that no coing competer on that the footnoted, dat	implaints it jurisdic illowing c ie filed, co	regarding tion in such omplaints ourts or ago	violations of n matters dun alleging viola encies before	the equal empting the calend the calend the calend tions of the pure which the market the market the market the market the calend th	bloyment pro dar year cove rovisions of a	visions of Fed ered by this re any equal emp	eral, state, ter port. loyment oppo	ritorial, or loca rtunity statute er designation	al statutes have been file, and current	utes have been filed against been filed against this comp current status or disposition.	against this s company. osition.			
SECTION V - Certification  I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.	owledge, in	formation, ar	nd belief,	all stateme	ents in this re	port are true a	and correct.									
Date 05/22/2019	Typed or Pri	Typed or Printed Name of Person Signing BRIAN CREVELING	f Person	Signing			Signature	70					Telephone No. (303) 82	elephone No. (303) 822-5400		
GENERAL MANAGER/EVP	\GER/I	đΛΞ			OF ANY ST	ATION LICEN	TEMENTS N	WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S. OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).	PERMIT (47	PUNISHABLI U.S.C. 312 (A	BY FINE AN	FORFEITURI	SONMENT (1 E (47 U.S.C.	8 U.S.C. 100 503).	FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION AND/OB FORFEITURE (47 U.S.C. 503).	EVOCATION